

Figure 1

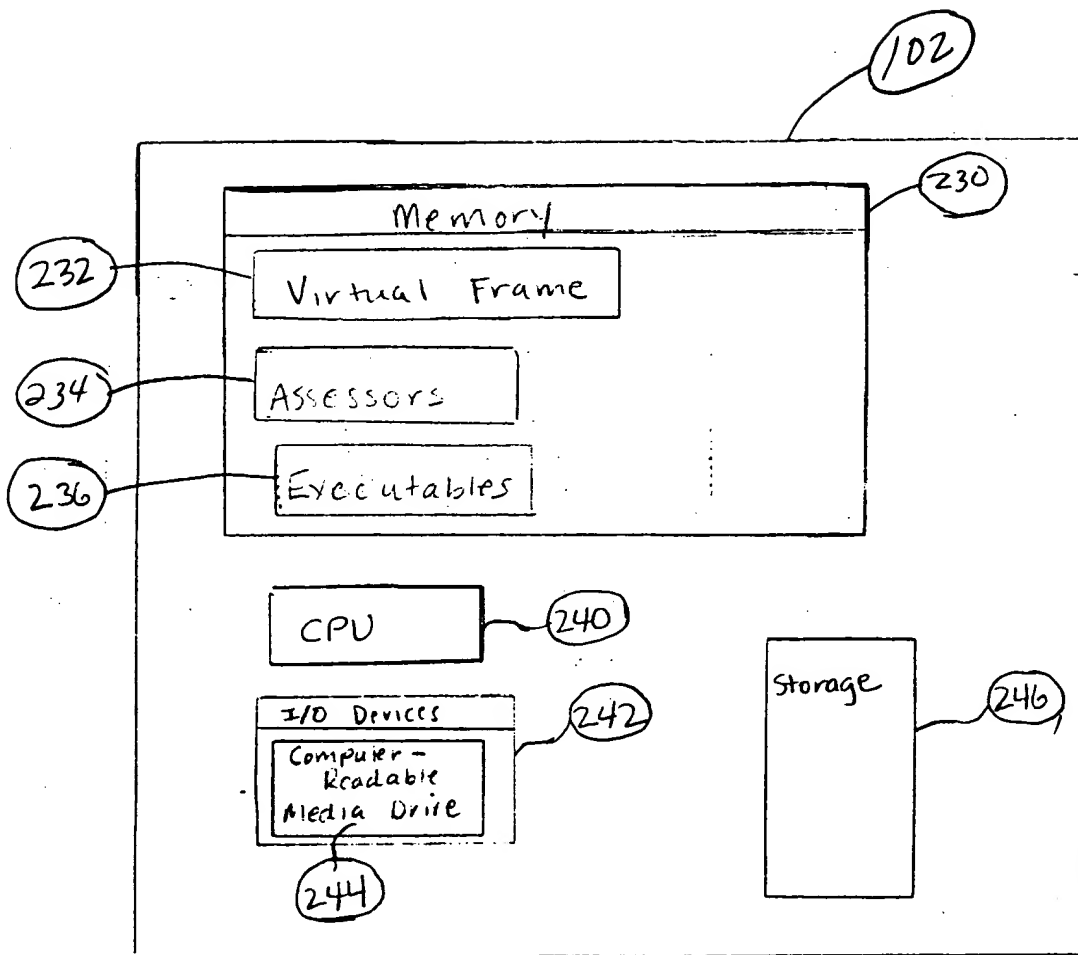


Figure 2

300 ↘

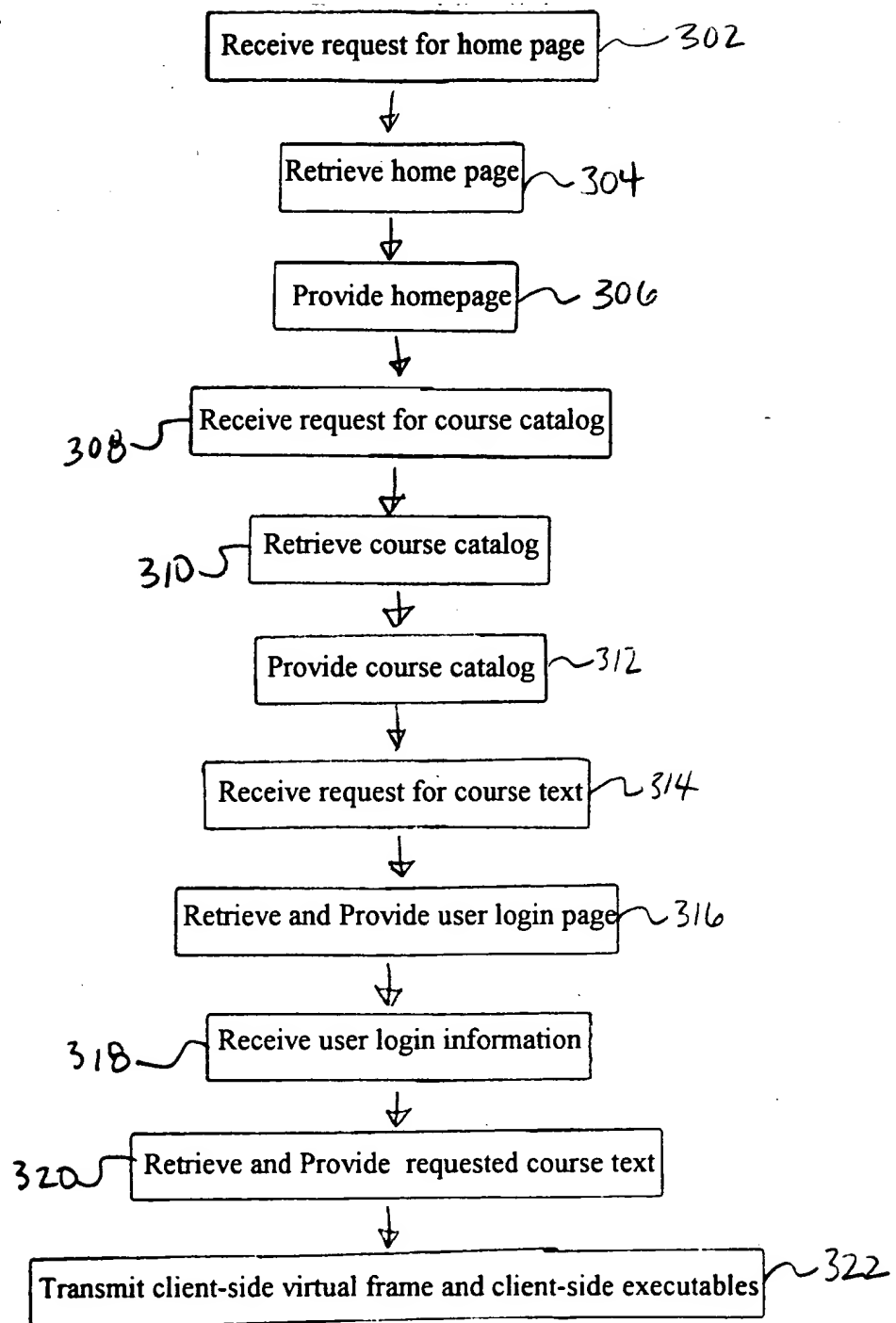


Figure 3A

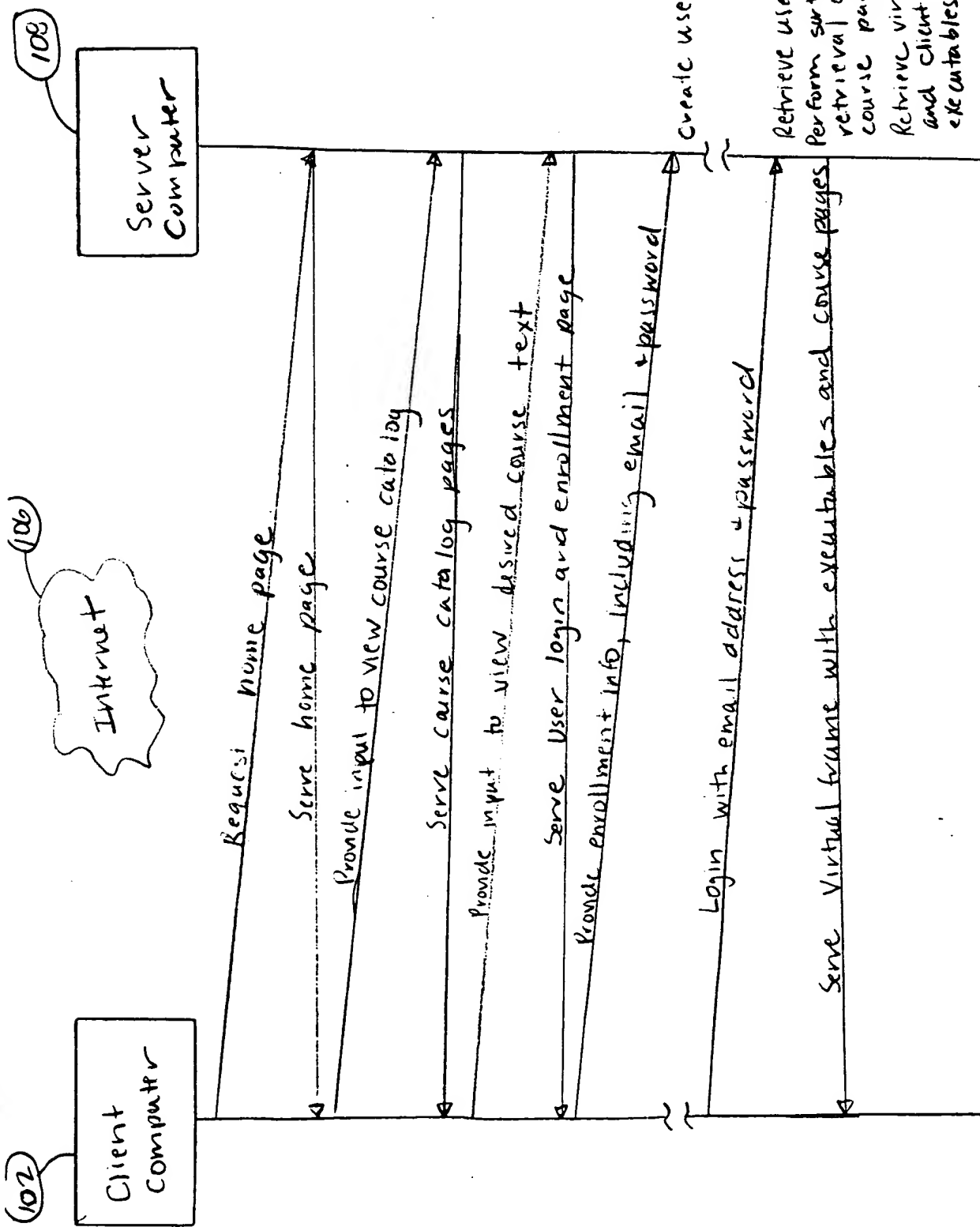


Figure 2B

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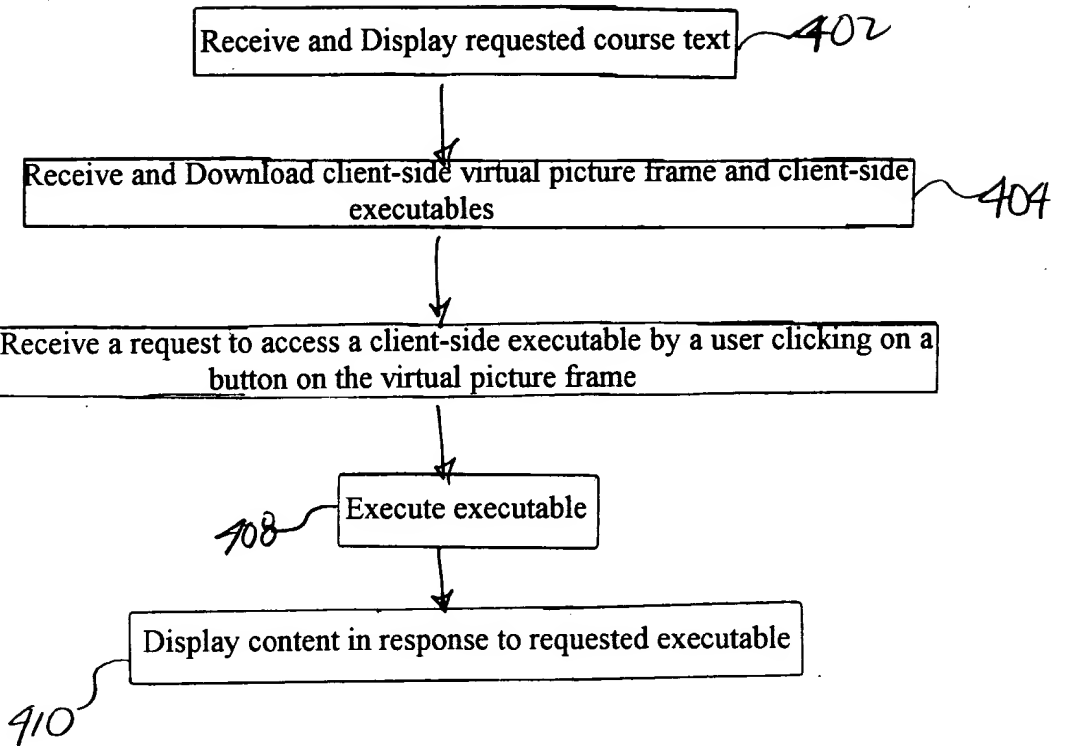


Figure 4

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ERI Economic Research Institute


File View To Install Update Data Internet Help

ERI's Referral Library Distance Learning Center ERI's Web Site

Free Data: Process 10K's Survey Xwalks Demographics Immigration Codes/Laws

Home About Us Contact Us Feedback Email Us

534 536 538 540 542 544



534 536 538 540 542 544

Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCLE, & CE Credits


ERI Master Certificate

How to Begin

188CA Textbook

Send Feedback

504



Welcome

502

Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, ERI Distance Learning Center offers forty-six courses covering (mostly advanced) compensation and benefits topics. Review a complete listing of available courses by [clicking here](#) to see the present Course Listing.

502

Education without the Hassle

ERI realizes that today's professionals need to obtain continuing education, but may not have the time to attend seminars away from the workplace. ERI Distance Learning Center courses create a solution by allowing easy access to compensation & benefits education from anywhere in the world via a computer with an Internet connection.

502

CPE, MCLE, & CE Credits Available.

All courses may be taken free of charge if you enter from a university computer, an ERI Assessor Series program, or from an association site. If you wish to receive CPE, MCLE, or CE credits for courses, enter that desire when you "login". Should course credit exist for your location (varying by state/province), both the interactive course and/or the test will notify you. For further details on obtaining the discussed credits, please click [here](#).

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WinZip (Unr

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FIGURE 5

Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online

Learning

[View Course Catalog](#)

Obtaining CPE, MCLE, CE Credits

SECRET

11-4-61

How to begin



WELCOME

Your Resource for Compensation & Benefits Education

Our resource for Compensation & Benefits Education
Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, the ERI Distance Learning Center offers 50 courses covering compensation and benefits topics. Review the current Course Listing by [clicking here](#).

Education without the Hassle

Education without the Hassle
ERI realizes that today's professionals need to earn continuing education credits, but don't have time to attend seminars away from the workplace. DLC courses provide convenient, internet based access to compensation and benefits education from anywhere in the world.

CPE, MCLE, & CE Credits Available.

CPE, MCLE, & CE Credits Available. All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by:

Master ERI Certificate

DLC Wizard	Analysis	Tutorial	Work shop	Textbook	Online Survey	Reference URL	ERI URL
506	508	510	512	514	516	518	

Figure 6A

500

543 550 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600

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Figure 6B

ERI Economic Research Institute

File View Tools Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

Distance Learning Center

Free Self-Evaluation Enroll Now! Benefits of Online Learning View Course Catalog Obtaining CPE, MCLE, & CE Credits ERI Master Certificate How to Begin IBBCA Textbook

Send Feedback

Distance Learning Center

Welcome!

Your Resource for Compensation & Benefits Education

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All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by [clicking here](#).

Master ERI Certificate

DLE Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

532 530 528 526 524 522 520

546 543 550 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600

Economic Research Institute

Free Data: Proxies/MOEs | Survey | Xwalks | Demographics | Immigration Codes/Laws

Welcome

Distance Learning Center

- Free Self-Evaluation
- Enroll Now!
- Benefits of Online Learning
- View Course Catalog
- Obtaining CPE, MCLE, & CE Credits
- ERI Master Certificate
- How to Begin
- IBBCA Textbook
- ☒ Send Feedback

Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, the ERI Distance Learning Center offers 50 courses covering compensation and benefits topics. Review the current Course Listing by clicking below.

Education without the Hassle

ERI realizes that today's professionals need to earn continuing education credits, but don't have time to attend seminars away from the workplace. DLC courses provide convenient internet based access to compensation and benefits education from anywhere in the world.

CPE, MCLE, & CE Credits Available.

All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by clicking below.

Master ERI Certificate

DLC Wizard:	Analysis:	Tutorial:	Workshop:	Textbook:	Online Survey:	Reference URL:	ERI URL:
546 E i	548 ER	550 R	552 L	554 C	556 A	558 T	560 U

Navigation icons: Home, Courses Catalog, Your Account, Site Map, Resources, Enroll Now!

Footer: © 1998 Economic Research Institute. All rights reserved.

Figure 6C

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ERI Economic Research Institute

[File](#) [View](#) [To Install](#) [Internet](#) [Help](#)

[ERI's Platform Library](#) [Distance Learning Center](#) [ERI's Web Site](#)

[Home](#) [Course Catalog](#) [Your Account](#) [Site Map](#) [Resources](#) [Enroll Now!](#)

Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCLE, & CE Credits

ERI Master Certificate

How to Begin

IBBCA Textbook

Send Feedback

COURSE CATALOG

Four levels of online interactive courses are available:

- Overview - for the General Employee
- Basic - for the College Student
- Intermediate - for the Compensation/Benefits Analyst or the Beginning Consultant
- Advanced - for the Senior Analyst or Consultant

☒ Active / Certified

☒ Active / Certification Pending

☒ Under Development

Course Title

Special Issues Related to Compensation and Benefits (Skill areas required for MERIC)

☒ Preparing to be an Expert Witness

IBBCA Text Chapter: 00 Preface

Field of Study: Consulting Services

Course Syllabus

Statistical Reliability

Course No.

01

11

Certification Application

OPE-MCLE-CE-MERIC

OPE-MCLE-CE-MERIC

Level: Advanced

Start Course

[DLC Wizard](#) [Analysis](#) [Tutorial](#) [Workshop](#) [Textbook](#) [Online Survey](#) [Reference URL](#) [ERI URL](#)

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Figure 7

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ERI Economic Research Institute

File View Favorites History

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

Distance Learning Center

Free Self-Evaluation Enroll Now! Benefits of Online Learning View Course Catalog Obtaining CPE, MCLE, & CE Credits ERI Master Certificate How to Begin IBBCA Textbook

Send Feedback

User Login

Would you like to obtain continuing education credit for a course you are about to take? If so, follow these instructions.

1. If you already have an account, fill in your login information to the right and click the submit button.

2. If you are a New User, click the "Click Here to Enroll" above or the "Enroll Now!" link on top, to create your own ERI Distance Learning account.

Copyright © 1998 - 2000 ERI Economic Research Institute

User Login

User Login Name Password Submit Forgot your password?

DLC Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

502 502 506 508 510 512 514 516 518

Figure 8A

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ERI Economic Research Institute

File View To Install Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

552 551 R 550 550 550 552

Distance Learning Center

Free Self-Evaluation Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCLE, & CE Credits

ERI Master Certificate

How to Begin

IBBCA Textbook

Send Feedback

Enrollment

Please provide the following information:

Contact Name

Title

Organization

Street Address

Address (cont.)

City

State/Province

Zip/Postal Code

Country United States of America

Work Phone

FAX

E-mail

Professional License Information:

Workshop

Textbook

Online Survey

Reference URL

ERI URL

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512

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Figure 8B

ERI Economic Research Institute

File View Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

Course:

01: Preparing to be an Expert Witness

Instructions

Course Objectives

Course Text

Final Exam

Evaluation

Certificate

Exit Course

☒ Send Feedback

00:25 Time Elapsed

COURSE TEXT

For the Practitioner, Consultant, and Educator Learning!

Preparing to be an Expert Witness

DEDICATION

This first course of ERI's Distance Learning Center is dedicated to those compensation and benefit consultants with whom the author has testified, against and for, over the years. During those years, it has taken no effort to note that the profession of being an "expert" is a deadly one. Fuller, Baude, Sullivan, Brennan... the list goes on and on of consultants who have suffered heart attacks, strokes, and worse. The stress of being an expert witness cannot be overlooked. "Sitting around" eating nervous lunches, working late hours, long plane rides, and a lack of a schedule compound the pressure. For some, there is no place as dangerous to one's thought processes as a courtroom, no place as exciting.

In the mid 1970s, this author patterned his company after a consulting firm in Los Angeles known as OH&H. That firm's principal, Xie Elaine, became even more of a mentor when in the mid 1980s, he abruptly retired and moved to the Northwest to live and sail. In February 2001, while walking through the tulip festival in LaConner, Washington, the author chanced to stop in at the Northwest Academy of Art. On the wall were written these words, "In memory of Xie, love Babo".

I said to the older lady at the counter as I was walking out, "I didn't know that Xie Elaine had died."

She said, "Yes, it was 5 years ago."

DLC Wizard:

Analysis

Tutorial

Workshop

Textbook

Online Survey

Reference URL

ERI URL

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Figure 9

ERI Economic Research Institute

File View Update Data Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site



ERI's
Platform Library

April 2001
AAAShowMe Company
Demo Data

504

Geographic Assessor

Salary Assessor

Relocation Assessor

Comparables

Self-Study

Proxies & 10-Ks

Sources & Xwalks

Non-Profit & Public

Tax Codes & Laws

Update Data

Executive Compensation Assessor

Product Dest Label

Copyright © 1996 - 2001 ERI Economic Research Institute Patent Pending

Start Course Cat

Inbox Micr

Exploring GA

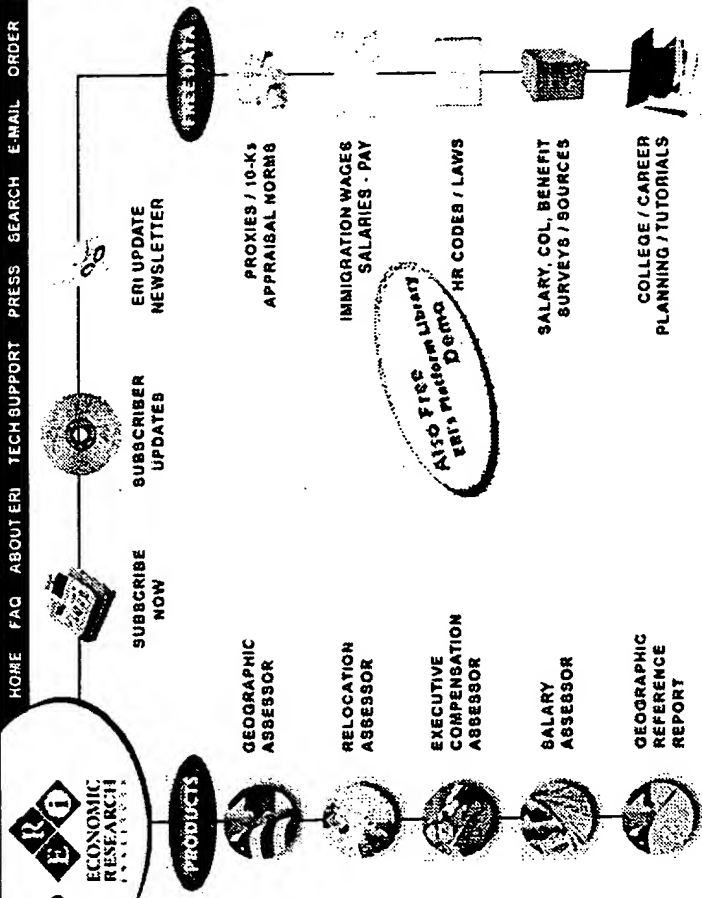
WinZip (Un

ERI's Platt

Microsoft W

3:29 PM

Figure 10



A Compensation and Benefits Research Outsource

ERI Economic Research Institute is a compensation and benefits research outsource. We offer research software and reports relating to area wage and salary differentials, salary survey position pay, benefits, area cost-of-living differentials, and other human resource and demographic information relating to employee pay.

ERI research data can provide you with answers to all manner of questions relating to salary survey, wage survey, salary comparisons, COL, employee group insurance, and executive compensation salary comparisons.

Executive Compensation Assessor

File Edit View Options Description Library Internet Help

Individual Profile Benchmark List Proxy Analyses

Position	Year	Annual Compensation Salary	Bonus	Long Term Comp	All Other Comp.	Total
Chief Executive Officer	2001					
Estimated Mean Comp.		419,541	313,647			733,189
Maximum Reasonable Comp.		775,800	1,117,507			1,893,307
Chief Operating Officer	2001					
Estimated Mean Comp.		315,930	160,650			476,580
Maximum Reasonable Comp.		558,245	599,449			1,157,694

Data That Affects ERI Salaries

Organization Data

Area: Abilene-Lyttle Shores, Texas

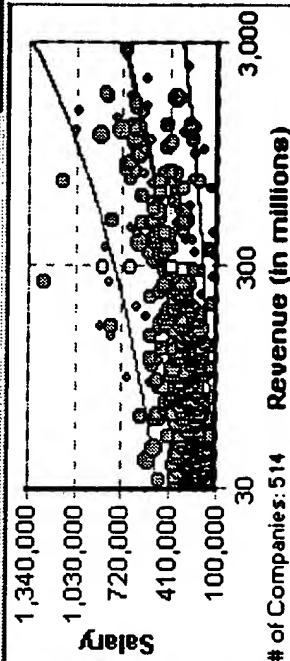
Industry: Data Processing And Preparation

Codes: SIC: 7374, PBA: 7379, NAIC: 51421

Size (Revenue): 300,000,000

Valuation Date: May 2, 2001

Base Salary Graph

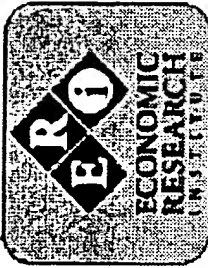


Data as of: April 1, 2001

Organization:

File: c:\my documents\xx.xca

Figure 12



Executive Compensation Analysis

File Edit View Options Description Library Internet Help
Individual Profile Benchmarking Proxy Analyses

Chief Executive Officer

DOE: 189117405
GES: 19005 NOV:15
Show customized table

Annual Total Compensation			
Revenue	10th Percentile	Time Salary Mean	75th Percentile
1,200,000,000	532,841	1,208,784	1,800,392
120,000,000	354,092	661,070	964,530
72,000,000	197,253	341,855	433,781

Annual Total Compensation Graph

Data That Affects Salaries

Department: Sales
Area: Los Angeles, California
Industry: Household Audio And Video Equipment
Code: SEC: 3651, SIC: 3650, NAIC: 33431
Size (Revenue): 120,000,000

Planning Date: October 1, 2000

Database of: October 1, 2000 Organization: File

189117405
19005

V1.2

From the Individual Profile screen, click the tab labeled Proxy Analyses to bring up the Proxy Analyses table.

Figure 13



ERI Benefit & Compensation Administration Assessor

January 2001

ERI Example

BETA TEST VERSION 1.0

Database Administration

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database

Benefits Communications

- On-Line Benefit Enrollment/Changes
- Employee Benefit Communications
- Frequently Asked Questions

Planning

- Salary Increase Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

Compliance

- Employee Benefit 5500 Reporting
- Benefit Plan Discrimination Testing
- Human Resource Codes/Laws

Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications (BenefitsReview.com) and on-line U.S. and Canadian Benefits Surveys (SalariesReview.com). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

Please click on a module at left to view more information.

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit www.eri.com/Subscriber%20Updates/updates.htm.

BenefitsReview.com

[Your HR Intranet Site](http://YourHRIntranet.Site)

[Benefit Assessor \(QOS\)](http://BenefitAssessor.QOS)

Figure 14

546 543 550

ERI Economic Research Institute
File View Favorites Help
ERI's Platform Library Distance Learning Center ERI's Web Site

HOME COURSE CATALOG YOUR ACCOUNT SITE MAP RESOURCES

Plan (76)

Chapter 19:
Compensation of Sales and Professional Employees

Interactive Course:
Creating a Pay Plan
Allowance Program (76)

Chapter 20:
Managerial and Executive Compensation

Interactive Course:
Maximum Reasonable Compensation (12)
Black-Scholes Valuations (22)
Accumulated Earnings and Deferred Compensation (42)

Chapter 21:
International Remuneration

Interactive Course:
Local and Third Country National Compensation (31)
Determining an Expatriate's Compensation (32)

DLE Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

Managerial and Executive Compensation

504

Managerial employees represent the most common group to be identified as requiring special compensation programs. This group easily meets the requirements discussed in the last chapter for special consideration in regards to compensation. Managers are a small part of the total number of employees in any organization but represent a disproportionately high percentage of total wage costs. They are a group of vital importance to the operation of the organization, and it is important to attempt to individualize compensation for each manager, particularly each executive. It is possible to develop measures of individual performance such that incentives are appropriate and desirable, since it is of utmost importance that managers associate themselves with organizational success.

Within the management group (for our definition) exists the "executive group". Common to many position naming systems, these positions carry the lead title "Top", or Vice President (except in financial institutions), "Chief" or other nomenclature which differentiates their position within an organization hierarchy. In many international locations and within smaller to medium sized North American firms the terms managers and executives are interchangeable. This is not the case for large U.S. publicly traded corporations and it is clearly not the case for the compensation levels and practices paid and used. "Executive compensation" is a subject on its own, although we concurrently cover it in this chapter.

MANAGERIAL COMPENSATION

Managers are probably the most important group for which special compensation programs are established. The importance of the management job demands that special consideration be given to this group. Managerial compensation plans are also a very sensitive subject. It is, after all, the managers who make the compensation decisions in organizations, so any special plans need to be clearly delineated so there

502

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Figure 15

SalariesReview.com - Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address: http://www.salariesreview.com/surveys/national_pay.cfm?cfid=645902&cfoken=45987328&id=1&db=bsfirst=1

Our Story Testimonials Decision Map Shopping Cart Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price US \$18.00

QuickZip [] Enter a postal code now to jump to Step 4!
Example Report Methodology

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1: Country	United States
Step 2: State/Province	Minnesota
Step 3: City in Survey Area	Waconia
Step 4: Position (3,248 available titles)	IT - Compliance Manager

Description - No Position Selected
Alternate Titles

AB CDEFGHIJKLMNOPQRS TUVWXYZ

Add to Cart

Available Surveys

- U.S./Canada Wage & Salary
- U.S./Canada Cost of Living
- U.S./Canada Employee Benefits
- International Remuneration
- International Cost of Living
- College Graduate Offer

CPAs click here!
AICPA
Affinity Program Provider

Reduce Cost Input Data

Figure 16

Human Resources Codes and Laws - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address: <http://www.eria.com/codes/>

HOME FAQ ABOUT ERI TECH SUPPORT PRESS SEARCH E-MAIL ORDER

Human Resource Codes & Laws

Termination

Contents

Index

Search

Forward

Back

Search

Index

Contents

Termination

Contents

as the Citizenship and Immigration Canada's web site <http://www.cic.gc.ca/english/about/faq/ask%2D16a.html>. These two federal departments are responsible for this policy. The former is responsible for the validation of the offer of employment; the latter is responsible for the employment authorization.

MANITOBA - REMUNERATION

www.SalariesReview.com™ is a recommended source for U.S./Canadian wages & salaries (covering 3,000 positions).

MANITOBA - TERMINATION & SEVERANCE PAY

Notice of Termination by Employer: 1 pay period.

Vacation Pay Upon Termination: 4% of annual earnings; 6% after 5 years.

(Manitoba Labour Standards)

Payment Required: Within 5 days of termination.

MANITOBA - UNEMPLOYMENT TAX

See Canadian Federal [Unemployment Insurance](#)

MANITOBA - VACATION PAY

2 weeks; after 5 years, 3 weeks.

(Manitoba Labour Standards)

MANITOBA - VOTING TIME OFF

Figure 18